



July 30, 2020

**VIA CERTIFIED MAIL AND EMAIL**

Ashley Gatlin  
Program Director, Rapid Response  
Department of Workforce Development  
10 N Senate Avenue, SE311  
Indianapolis, IN 46204  
agatlin@dwd.in.gov

***Re: Notice of Furlough***

Dear Ms. Gatlin:

These are unprecedented times for the aviation industry, and our codeshare partners, for whom Republic operates all its flights, have substantially reduced our flying schedules from historical and originally projected levels. As a result of these unforeseen circumstances, we are significantly overstaffed and must reduce our workforce accordingly. This notice is delivered to satisfy the requirements of the Worker Adjustment and Retraining Notification Act (29 U.S.C. §§ 2101 et seq.) and regulations promulgated thereunder, or other state or local laws (collectively, the “Acts”), out of an abundance of caution even though the Acts may not apply to the current reduction in force.

Republic is hopeful that over the next several weeks we can engage in measures that will reduce the number of involuntary furloughs. If we are able to adjust or cancel any of the involuntary furloughs, we currently expect to do so prior to October 1, 2020.

This reduction in force, which will begin on October 1, 2020, is expected to affect (absent successful measures that enable us to reduce the number of involuntary furloughs necessary):

- 132 pilots and 96 flight attendants based at Indianapolis International Airport, 7800 Col. H. Weir Cook Memorial Dr., Indianapolis, IN 46241
- 12 mechanics, eight mechanic trainees, and four material specialists located at the maintenance facility at 2745 Hoffman Rd, Dock 67 Hangar 7, Indianapolis, IN 46241.
- 40 employees located at Republic Headquarters, 8909 Purdue Road, Indianapolis, IN 46268;
- One employee located at the Training Center at 5151 Exploration Drive, Indianapolis, IN 46241

For some employees, the furloughs will be effective on October 1, 2020, and the remaining employees will be furloughed effective November 1, 2020. Bumping rights do not exist as a result of this furlough. Although we cannot predict with any certainty, based on the best information available to Republic at this time, we expect that this furlough will be temporary for pilots, flight attendants, dispatchers, and employees located at the maintenance facility, and may be permanent for the remaining affected employees.



The pilots and flight attendants employed by Republic are each represented by the International Brotherhood of Teamsters (“IBT”), Airline Division. The chief elected official for the IBT, Airline Division is Captain David Bourne, Director, Airline Division, International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington, D.C. 20001. Republic’s flight attendants are represented on the local level by IBT Local 135, whose chief elected official is Michael Winegar, Business Agent, IBT Local 135, 849 Meridian Street, Indianapolis, IN 46225. Republic’s pilots are represented on the local level by IBT Local 357, whose chief elected official is Captain Josh LeBlanc, President, Teamsters Local 357, 6100 Clarks Creek Rd. Suite 100, Plainfield, IN 46168. The dispatchers employed by Republic are each represented by the Transportation Union Workers’ (“TWU”) whose representative is Gary Peterson, International Vice President, TWU, 501 3<sup>rd</sup> Street NW, 9<sup>th</sup> Floor, Washington, DC 20001. Republic’s dispatchers are represented on a local level by TWU Local 592, whose chief elected official is Jenny Schar, TWU Local 592 President, TWU Local 592, 1001 W. Euless Blvd. Ste. 208, Euless, TX 76040. The remaining affected employees are unrepresented.

For further information, please contact the undersigned, Matthew Koscal, Senior Vice President and Chief Administrative Officer at (317) 484-6000.

Sincerely,

A handwritten signature in blue ink, appearing to read 'MK', is positioned above the typed name.

Matthew Koscal  
Sr. Vice President & CAO